

ACA Northern Region Newsletter

March 2003

Volume 1, Issue 1

In this issue -

Editor's Ramblings

Director's Cut

Coming & Going...

Small Business *MATTERS!*

The Light Shines On...

Around The Region

Purchase Card Corner

Comments?

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Editor's Ramblings... FLASH - Our First Edition!!!

Diane Broadway

Procurement Analyst, ACA NR HQ

Well, here goes..... These are exciting times for the ACA Northern Region. The start up of a new agency is no small undertaking, as everyone reading this is all too aware. This newsletter is being published in an effort to communicate across the Northern Region some of the good news items, the lessons learned, keep the Region informed on the latest and greatest in the world of acquisition, and to recognize the diligence and professionalism that exists throughout the Northern Region. Since you REALLY do not want to read articles written solely by me, this newsletter is envisioned as an opportunity for budding journalists to flaunt their talents and share their experiences with their peers. newsletter is for YOU! I'd like to encourage you to share hails and farewells, birthdays, retirements, new kids, grandkids, marriages - you get the idea. We will be publishing quarterly, in March, June, September, and December, with deadlines for submission of articles the third week of each month preceding publication. I will also cull out an article or two for submission to ACA HQ for their monthly newsletter. And since we really don't want a boring look to our newsletter, we will be looking for a name for our newsletter. A contest!!! Be creative and use your imagination. A panel of judges will be convened to select from among the suggestions received. All entries must be received by close of business, 30 April to receive consideration. I look forward to hearing from you!

Director's Cut...

COL Steven R. Boshears

ACA Northern Region Director



We are in our 6th month as the Northern Region of the Army Contracting Agency. Now is a good point in time to reflect on our accomplishments to date, our challenges, and the way ahead.

First, let me commend all the members of the Northern Region team for the superlative support you are providing to Operation Enduring Freedom (OEF), the Global War on Terrorism (GWOT), and mobilization and deployment of soldiers and units to hot spots around the world. I cannot recall a higher operations tempo for our CONUS Base Operations in my 28 years of service. And our DOCs and Centers are responding magnificently. On a daily basis I am receiving kudos from Garrison and Mission Commanders for the outstanding

support you are giving. Contracting is a key player in our Army's readiness and operations – you are making it happen! I am proud of each of you!

In our first six months, we have negotiated and implemented new relationships and new organizations. New reporting and support relationships have been put in place between DOCs/Centers and the Garrisons, Major Commands, and IMA and ACA Regions. We have stood up three new Contracting Centers: The Northern Region Contracting Center, the Capital District Contracting Center, and the Army Reserve Contracting Center. All of the DOC and Center Directors and many of their subordinate leaders have taken on a new boss to work for while still having a supervisory/subordinate relationship with their Garrison leadership. The ACA has eliminated the MACOM FAR supplements and put in place a single ACA Acquisition Instruction. Many new administrative procedures have also been established. Most (not all) of the employees at the Regional Headquarters and Centers have gone through a Transfer of Function and have seen their positions and jobs moved to the new ACA TDAs. The Regional and Center Directors have seen their authority and responsibilities vastly increased. Several DOCs have gone through Procurement Management Reviews under new criteria and new personnel performing the review. Here at the Northern Region Headquarters, we just completed a physical move to a new headquarters building. Several of our DOCs have also moved or gone through major physical remodeling in the past six months. Numerous Second Wave A-76 studies have been completed and implemented since October 2002, others are coming to completion, and we are gearing up for a Third Wave. We are meeting daily, at all levels, with our customers (MACOMs, IMA, NETCOM) to plan for and execute new acquisition strategies to procure goods and services in a more economical manner. We are working diligently to transfer installation-level personnel on to the ACA TDA effective 1 October 2003 and to prepare for expansion of the IMA and the ACA to additional installations in the future. In summary, a huge amount of progress and a tremendous amount of change in six months.

All these accomplishments and changes have come at a price. As I travel the region, I see the strain on your faces. For many Americans life is not that different today than it was pre-9/11. But that is not the case for anyone who has dedicated his or her career to defense of the Nation through military or civil service. You are being asked to do more – in many cases with less. As I've said, you – and the entire ACA team – are delivering magnificently. The sacrifices you are making are notable and noble – as are the sacrifices and achievements of the entire Department of Defense. Every military service, every organization in DoD, is wrestling with an extraordinary workload and severely constrained resources. The burdens on the ACA – at all levels, certainly including the DOCs and Centers – are heavy, but no heavier than on any other part of the team that is defending our country.

Our leaders, from the DOC to the President, are working hard to marshal the resources needed to execute the DoD mission for the remainder of FY 03, for FY 04, and into the future. I ask for your continued sweat, blood, and tears in the weeks and months ahead. And I ask for your ongoing faith and confidence that DoD, the Army, and the ACA will receive the resources needed for us to succeed in our collective efforts to support our Nation. The way ahead will not be easy, but I have no doubt that it will ultimately be successful.



Coming & Going...





Lori Henderson joins our NRHQ team from Langley AFB, ACC CONS, with a tremendous contracting background, specializing in Contract Administration. She's actively involved in NCMA, and holds a CACM certification. She will be an installation analyst in the Operations Support Branch of the Contract Operations Division.

Marching Off Into The Sunset

David Wild, ACA NR, Ft Riley

Mrs. Carole E. Blixt, Director, Directorate of Contracting (DOC), Fort Riley, Kansas, retired 31 January 2003 after nearly 32 years of service to the Army.



Carole was officially recognized at the installation-wide retirement ceremony 29 January, where she was presented with the Superior Civilian Service Award. Mrs. Blixt has a lengthy list of accomplishments during her 31 plus year career. A significant achievement was receiving the Secretary of the Army Award for her contributions to the Army's small and disadvantaged business utilization programs (FY2000). She is a previous recipient of Commander and Superior Civilian Service Awards. Her retirement means we will miss her expertise, the sound judgment, the acquisition excellence, and "can do" spirit her leadership embodied. But most of all, Carole will be

missed for the bright smile she freely gave to all with whom she came in contact!

And now for trivia and frivolity –



Small Business <u>MATTERS</u>!

Thomas Kobezak

Associate Director for Small Business ACA Northern Region

First and foremost: Welcome to the wonderful world of ACA NR small business. It has been my good fortune to meet most of you, and I look forward to working with you all as we implement the Small Business Program in ACA NR. I intend to use this forum to discuss current issues, keep you thinking "Small Business," and provide "Good News" items.

Mentor-Protégé program provides incentives to major DoD contractors to furnish technical and business assistance to specific business concerns and entities designated as Mentors. The program is designed to enhance the capabilities of these firms to perform as subcontractors and prime contractors under DoD contracts, and to increase the participation of designated business concerns and entities in DoD contracts.

Accordingly, a prospective Protégé must be a certified SDB, an 8(a) firm, a qualified organization employing the disabled, a business entities owned and controlled by an Indian tribe or by a Native Hawaiian Organization, or a WOSB. The Mentor firm must have at least one active subcontracting plan and be

The Wearing o' the Green & St Patrick's Day

St. Patrick's Day is celebrated on March 17th by both Irish and non-Irish. Parades, the wearing o' the green, and an Irish feast are all part of this festive day.

Who was Saint Patrick? Saint Patrick was a Christian missionary and the Apostle of Ireland. He was born around 385 AD near Dumbarton in Scotland, the son of a Roman nobleman. His real name is believed to have been Maewyn Succat; his baptismal name is Patricius. He was just 16 when his village was attacked. He was captured and sold into slavery in Ireland where he worked as a shepherd. After six years of being beaten and treated poorly, he escaped to Gaul. He returned to Ireland as a missionary where he is credited for converting the population to Catholicism. St. Patrick is associated with many myths and legends, the most famous of which is the story of him driving all the snakes out of Ireland and into the sea.

eligible for federal contracts.

Mentor-Protégé agreements may not exceed three years and require annual performance reviews by DCMA. DoD requires semi-annual reporting, allowing DoD to consistently collect data from participating Mentors and Protégés. Determinations made in annual reviews shall be a major factor in determination of amount of reimbursement the Mentor receives in future years of program participation.

Mentors may receive credit toward their SDB subcontracting goals for assistance provided, reimbursement for certain costs incurred, or a combination of reimbursement and credit. Reimbursement may occur as the result of a cooperative agreement, inclusion of program costs as indirect expenses, or through a line item added to a DoD major program as a program-funded agreement.

As a specific Army thrust under the program, DA SADBU is particularly interested in providing opportunities for the participation of graduated Section 8(a) firms as Mentors to existing 8(a) firms. The Department of the Army Graduate 8(a) Mentor-Protégé Program was developed to (1) provide successful graduate 8(a) firms and other successful SDBs an opportunity to mentor emerging 8(a) firms; (2) provide additional business opportunities for transitioning 8(a)/SDB firms; (3) broaden the base of mentoring companies; and (4) allow strong mentor role models to assist in business planning, organizational structuring, financial resourcing, and contract administration of the protégé.

An Army Mentor must (1) be either a successful graduate 8(a) firm or a successful SDB; (2) demonstrate a proven track record in management and financials; (3) have success as a prime/subcontractor; (4) show ability to provide support to Protégé in areas of defined need; (5) have Mentoring experience; and (6) have a sound business plan for the future.

There is specific guidance for Mentor-Protégé program application, as well as specific roles for SBP personnel at all levels of the Mentor-Protégé program both in DoD and within the Army. Full guidance is at DFARS Appendix I. Specific guidance is available from DoD SADBU, DA SADBU, and the ACA Northern Region SADBU Office.

Stay tuned for: The Mentor-Protégé Agreement, and Evaluation of offers submitted by Mentor-Protégé participants.

Remember: Sic Parvis Magna

The Light Shines On...



Fort Drum Directorate of Contracting, where Carol Romeo publishes their monthly newsletter, entitled, "What's Up (at) DOC" From a recent issue, she reminds her readers that responsibility for Competition Advocacy

resides with each staff member, and offers a few tips as reminders.

- Limit Sole source procurements to ensure best value for our customer (competition is healthy and less costly)
- Provide valid reasons to customers regarding why we mandate competition (make them understand the laws and rationale governing our actions)



May your blessings outnumber the shamrocks that grow, And may trouble avoid you wherever you go. May the road rise up to meet you, May the wind be always at your back, May the sun shine down upon your face, And the rain fall soft upon your fields, Until we meet again, May God hold you in the hollow of his hand. -Irish Blessing



"May your blessings outnumber

- ♣ Work with activities to develop a solid market research plan the net result being your customers will experience a smoother procurement and will likely be more satisfied with quality and/or price of product or service – instruct them on how and where to conduct initial market research to find good competitive sources,
- Work closely with your Small Business Specialist invaluable source for information on great companies (they maintain aggressive and robust outreach programs) – even though your editor added this tip, I know Carol really meant to include it.... ☺



Warmest Birthday Wishes

January – Duna Ellis

February – Roger Ash

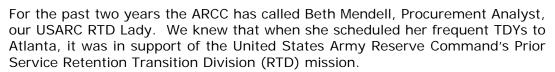
March - Linda Padgett, Nick Fuller

Around the Region...

A Winning Combination Brings The USARC RTD Mission In On Time

Pam Lutz

ACA NR ARCC



In July 2000, LTG Plewes issued a directive initiating the USARC Prior Service Retention Transition Division mission. The objective was and is to place retention NCOs (79V) at more than 600 reserve centers in 50 states, the Pacific territories, and Europe. This mission required office renovations at all locations, bulk purchasing of furniture and ADP/Cellular phone equipment, and leasing of vehicles. Mission execution was in three phases:

Phase I: 65th RSC, 81st RSC

Phase II: 9th RSC, 63rd RSC, 70th RSC, 89th RSC, 90th RSC, and

96th RSC

Phase III: 7th ARCOM, 77th RSC, 88th RSC, 94th RSC, and 99th RSC

LTG Plewes directed that Phase I of the mission would be completely executed with all soldiers in place by 1 October 2000. The remaining two phases were to be completed by 1 October of the subsequent fiscal years.

During Phase I execution the planners at USARC did not partner with the Directorate of Contracting in central planning. While the ARCC and its field offices at the Regional Support Commands (RSCs) were involved in buying segments of the whole, the ARCC was not made aware of the central mission or how each piece fit into the whole. As a result, the facility renovation and furniture pieces of the mission were not interfacing as efficiently as necessary to meet milestones. Furniture ordered did not fit into renovated offices in some cases; and furniture/equipment was not always delivered timely to fit overall mission milestones. When Phase I IPR analysis was complete, the RTD

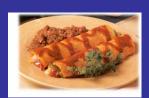
the shamrocks that grow
And may trouble avoid you wherever you go."
-Irish Blessing



project manager reached out to the ARCC for assistance.

Ms. Mendell was appointed by the Director, ARCC, to be the RTD task force representative for acquisition issues for Phase II and Phase III. Ms. Mendell immediately engaged with all USARC staff elements involved in the RTD mission and became a "hands on" member of the team. Ms. Mendell was able to facilitate the coordination between contracting, engineering, and logistics, both at USARC Headquarters and the Regional Support Commands. Mendell partnered with executives of UNICOR (the furniture provider) and the ADP/Cell Phone providers to ensure full understanding, buy-in, and timely execution of mission goals, timelines, and requirements. She determined which services/commodities should be centrally procured and which should be Ms. Mendell designed boilerplate procured by DOC's RSC field offices. solicitations to ensure standardization throughout the RSCs. She assisted the USARC engineers in reviewing floor plans and costing proposals for construction and furniture/equipment to ensure efficient phasing and cost efficiencies. She continuously met with UNICOR to overcome obstacles created by last minute changes in requirements, delivery errors, and shipment errors. She briefed at all quarterly IPRs to keep the USARC customer fully informed of milestones, progress, and lessons learned. In effect, she functioned as the "puppet master", keeping all the strings in her hands to ensure proper coordination and timely mission accomplishment.

Due to Ms. Mendell's efforts, the acquisition piece of the RTD mission was successfully completed for both Phase II and Phase III. The roadblocks encountered in Phase I execution were overcome by her professionalism, acquisition savvy, and ability to integrate acquisition requirements with the requirements of the USARC staff and the various service providers. Feedback from the USARC functional project manager is extremely positive. Thanks to Ms. Mendell's efficient planning all contracts for construction and furniture were executed in a week's timeframe with necessary changes incorporated into contracts rapidly. The project manager attributes the success of Phase II and III mission to the dynamic partnership between the members of the RTD task force and Ms. Mendell.



(ok, I know it's corny...)

The Whole Enchilada

David Wild

ACA NR Fort Riley

In a bold move to maximize efficiencies and savings Fort Riley placed seven of its logistics contracts and other in-house functions into its OMB A-76 Installation Logistics study. All seven of these small business contracts were the product of earlier rounds of A-76 studies. Fort Riley achieved set-aside approval for the consolidation effort after its market research and acquisition plan supported the decision.

The initial decision for in-house performance was "set-back" during the appeals process.

"In its Technical Performance Plan (TPP), the in-house workforce introduced a new methodology of workforce and facilities consolidation thereby gaining significant efficiencies while the commercial offeror proposed to maintain functional stove-pipe operations," states Julie Bowell, Contracting Officer.

"The Administrative Appeals Board opined that the solicitation did not adequately advise offerors of the consolidation possibility proposed in the TPP. The AAB advised us of its corrective action...amend and re-issue the solicitation to all interested parties," continued Bowell.

Continuity of services for the seven expiring contracts became a serious concern. Fort Riley decided to solicit for an interim contract consisting of its seven contracts combined into one set-aside solicitation. The effort became known as the 'Enchilada Project.'

"We held a strategy session with the functional activity and explored courses of action for ensuring mission continuity. The 'Enchilada' was born in this session," added, Arnie Boyd, Enchilada Contracting officer.

In late January, the GAO denied an Enchilada competitive range protest and Fort Riley is moving forward with its award. This short-term interim contract will give Fort Riley time to complete its Installation Logistics A-76 study while simultaneously validating some of the concepts proposed by the TPP.

"It's been a difficult process but the Enchilada will deliver significant savings to the Installation over current stove-pipe operations with the A-76 study offering even greater efficiencies in the future," concluded Boyd.



Partnering Brings Big Dividends

Pam Lutz

ACA NR ARCC

Sound familiar?

Soldiers are streaming into the Soldier Readiness Processing (SRP) point getting ready for mobilization. Each soldier needs to be housed, fed, and transported. This is a challenge for an installation with billeting, transportation, and dining facility capabilities. It became even more of a challenge for the United States Army Reserve Command's (USARC) 88th Regional Support Command (RSC) located at Fort Snelling, Minneapolis, Minnesota. Fort Snelling has no billeting or transportation assets. Soldiers had to be housed in surrounding hotels and transported to Fort Snelling for the SRP.

The 88th RSC turned to the ARCC 88th RSC Forward Support Contracting Cell co-located at Fort Snelling to provide housing and transport for the mobilizing reservists. The requirement was vague: "All soldiers need to be in the same hotel, but we don't know the number of soldiers arriving, their arrival times, or the duration of their stay." Acquisition leadtime was less than 48 hours.

The 88th RSC Contracting Cell partnered with the Bloomington Convention and Visitors Bureau (BCVB) located in Bloomington, MN. The BCVB represents 36 hotels located in the city of Bloomington that includes the area along I-495 near the Minneapolis-St. Paul International Airport and is adjacent to Fort Snelling. Its primary mission is to support the hotel industry and promote tourism in and around the city of Bloomington. It is supported by its membership and offers free services to parties planning meetings, conferences, and conventions.

The BCVB gathered as much information as was known about the requirement, assisted in developing the requirement to meet local hotel industry commercial practices, and immediately advertised the requirement through its web site and via fax to all its members. All 34 of the Bureau members were given an opportunity to compete.

Twenty-two of the 34 Bureau members responded to the requirement. The successful hotel offered rates of \$49 per person per night. This contrasts with the normal Government per-diem rate in the Minneapolis area of \$95 per person per night. As the requirement continued to grow, a second hotel was necessary. Again the BCVB partnered with the 88th RSC DOC Cell to compete the requirement. The second hotel offered a rate of \$62 per night per person. Since December 2002, there has been an actual requirement for 7,056 man nights. This equates, since December 2002, to a \$494,508.00 savings when contrasted to the \$670,320.00 that would have been paid out at the \$95 government room rate.

Because of the volume of business the two hotels were experiencing, they provided free transportation twice a day from the hotels to the SRP point and return. This was an additional savings of approximately \$50,000 in transportation costs.

The BCVB was also able to persuade a nationally known restaurant chain located near the hotels to provide a 25% discount on meals to the SRP support staff staying at the hotels.

In addition to the hotel and transportation savings realized through the partnership with the BCVB, acquisition costs have been reduced by utilizing private sector resources. The partnership with BCVB allowed the government access to free advertising of government requirements through the BCVB internet web site; access to free professional consulting services for defining and planning government requirements; and access to the performance and capacity capabilities of Bureau members. Further, the partnership with BCVB enabled the 88th DOC Cell to achieve maximum competition with minimum leadtime. Smart partnering paid huge dividends to the Government, and ensured our reserve component soldiers were provided quality housing and transportation.



Simply the Best

LTC Dan Perrotta

ACA NR ARCC

First of all, by way of introduction, my name is Dan Perrotta. I am currently an AGR (Active Guard/Reserve) Lieutenant Colonel assigned to the Army Reserve Contracting Center (ARCC). Basically, I am an Active Duty United States Army Reservist who works in full time support of our "Citizen-Soldier" Army Reservists. I have had the honor of being selected to serve in the recently created USAR Acquisition field. After working in Budget and Logistics for 20 years, I can't tell you how exciting it has been to serve in such a dynamic and challenging field. Every day is a new adventure and learning experience.

After I told my wife I had been accepted into the Acquisition Corp and that "Oh by the way, we have to PCS from Hawaii" I wondered if I was making the right decision. Even though I was not the most popular person in my house for about six months and was continually asked if I had a screw loose for actually asking to PCS to New Jersey, I know it was the best decision I ever made. In the Acquisition field, I have found an outstanding group of folks with whom I am proud to serve. We have a highly educated and intelligent workforce that is probably one of the most under appreciated groups in the Army. I don't believe any other functional area is required to have as much education, training, and good old common business sense as the acquisition field does. You are the cream of the crop and as far as I am concerned, the most competent group of people I have ever served with. You accomplish so much, even with a roadmap as engaging and enlightening as the FAR - which is best exemplified by Yogi Berra's quote, "When you come to a fork in the road, take it!" There are so many different, yet correct, ways of getting from point A to B it is a wonder you ever get there at all. But you do in such innovative and creative ways and yet you do it with little or no praise. You are just expected to get the job done.

Well let me tell you all here and now, as a soldier in the field once supported by your fine work, you are appreciated. You may never hear it, but on behalf of all those soldiers out there, let me take this opportunity to say THANKS. Thanks for acquiring the tools we need to be successful and stay alive! It may not be the most glamorous job, you may not get patted on the back for a job well done, but you make a difference, a profound difference.

That being said, we must also deal with the reality that we now face a new and ever-challenging era. One that puts us under constant pressure to maintain the highest levels of customer satisfaction. We also live in a world where competition for our work gets more intense each and every year. Other organizations are continually trying to position themselves to increase THEIR market share and survive by providing acquisition services for our Army customers. You don't have to look any further than the Corp of Engineers or Department of Treasury to see their inroads into Army acquisition operations. While it has been said they may not follow the same rules we do, that is no They have been dynamic and innovative in offering products and services quickly and efficiently. I believe we can and do provide the same levels of service and do it at a lesser cost with smaller risk of scrutiny. We must always remember we have to strive to be the best we can be each and every day, continually exceeding our customer's expectations. In the eyes of our customers we are only as good as our last acquisition. We are in a fight for survival and we must win.

I will get off my soapbox now, but take what I say to heart. I can never

adequately express how much I have come to respect all of you who have been working in this challenging field. As a workforce you are the most professional and exceptional group I have ever had the pleasure to work with. Remember you do make a difference. But also remember we live in challenging times, always fighting to remain viable. I will leave you with a quote from a wise old sage, my boss, Marv Kastberg: "If we don't take of our customers, someone else will!!"

Editor's note: KUDOS and BZs go out to LTC Dan Perrotta for his views and praise of the acquisition community. There are so many unsung heroes within our region! This is EXACTLY the type of article I like to see in print. Many thanks to LTC for his enlightened commentary. This is the perfect forum for recognizing the stars among us! I anticipate the creation of a column in our next edition dedicated to customer feedback – the good, the bad, and the ugly. It is my belief that we can all profit from our collective interaction with our customers and their perception of their acquisition experience.



"Anywhere, Anytime, Any Way... VISA. How the world pays."

Purchase Card Corner

You Want To Take Your IMPAC Card WHERE ?!?!?

Pam Lutz

ACA NR ARCC

The ARCC and its DOC Cells located at USARC's 11 Regional Support Commands manage in excess of 5400 reserve component credit card holders and in excess of 1440 Approving Officials under 13 Level 4 accounts. Potentially hundreds of these cards will be following deployed reservists to OCONUS locations in accordance with mobilization policy established in the Department of Army GPC SOP.

Two major challenges concerned us:

- 1. If a reservist deploys without his Approving Official there is a high potential for a breakdown of internal controls. Purchases could be made without any checks and balances; Approving Officials would be certifying blindly, yet be in the "cat bird seat" for any future audit scrutiny.
- 2. One delinquent OCONUS payment could potentially shut down an entire CONUS Level 4. We have had experience trying to track down a deployed soldier to get a bill paid. It is almost mission impossible.

We needed to create a process to allow for continued accountability when a cardholder mobilized without his or her Approving Official, as well as protect CONUS Level 4 accounts from shutdown.

The ARCC credit card "guru", Ray Blauvelt, came up with the solution. Working with HQ, USARC, a POC in country was identified who was willing to accept the responsibility for GPC liaison in Kuwait. Through this POC Ray was further able to identify 5 currently trained individuals to assume the responsibilities of Approving Official in country. Ray set up a new OCONUS Level 4 account and placed these 5 Approving Officials in that account. The ARCC put out a policy that, when notified of a pending mobilization, cardholders mobilizing without their Approving Officials are required to notify our POC in Kuwait. Once notified, the POC will take two actions: (1) provide the cardholder with a new OMA APC, which, in turn, is provided to the RSC DOC Cell Agency Organization Program Coordinator for input into C.A.R.E, and (2) notify Ray to set up the account under the new Level 4 "OCONUS" account and under one of the 5 in country Approving Officials. The policy also provides that any known mobilizing cardholder failing to provide the AOPC with the OMA APC will have his card suspended, rendering it inoperable and unavailable for use in support of mobilization.

The advantages of setting up new accounts with Approving Official located in country are obvious. Our CONUS Level 4s are now protected from any problems with the OCONUS cards. A prolonged delinquency can no longer affect mission requirements at home. OCONUS cardholders now have an "on site" Approving Official familiar with, and pre-approving, all purchases. Stateside Approving Officials will not be responsible for purchases over which they have no control. We have isolated any potential problems to one Level 4, and 5 Approving Officials. Further, we have a GPC POC who can reach out and touch these individuals should the need arise.

Editor's Note: Thanks to Pam Lutz for providing this issue's input for the Purchase Card Corner. Normally you will hear words of wisdom from ACA NR Level III AOPC, Elaine Pearson. Elaine felt this was a timely message to get